

DEPARTMENT OF WATER AND SANITATION

<u>APPLICATIONS</u>	:	All applications to be submitted online on the following link: https://erecruitment.dws.gov.za/
<u>CLOSING DATE</u>	:	11 September 2026
<u>NOTE</u>	:	Interested applicants must submit their applications via the online link https://erecruitment.dws.gov.za Other related documentation such as copies of qualifications, identity document, driver's license etc need not to accompany the application when applying for a post as such documentation must only be produced by shortlisted candidates during the interview date in line with DPSA circular 19 of 2022. With reference to applicants bearing professional or occupational registration, fields provided in Part B on the online Z83 must be completed as these fields are regarded as compulsory. Failure to complete or disclose all required information will automatically disqualify the applicant. No late applications will be accepted. Shortlisted candidates will be subjected to suitability checks (SAQA verification, reference checks criminal and credit checks). SAQA evaluation certificate must accompany foreign qualifications (only when shortlisted). Applications that do not comply with the above-mentioned requirements will not be considered. All shortlisted candidates for SMS posts will be subjected to a technical exercise and interview. Following the technical exercise and interview, a maximum of three (3) SMS candidates will undergo psychometric assessments to assess cognitive capabilities, behavioural preferences, emotional intelligence, and integrity and a pre-entry certificate obtained from the National School of government is required prior to the appointment. All shortlisted candidates, including the SMS, shall undertake two pre-entry assessments. One will be a practical exercise to determine a candidate's suitability based on the post's technical and generic requirements and the other must be an integrity (ethical conduct) assessment. Candidates will be required to complete a financial disclosure form and undergo security clearance. Foreigners or dual citizenship holders must provide a police clearance certificate from country of origin (only when shortlisted). The Department of Water Sanitation is an equal opportunity employer. In the filling of vacant posts, the objectives of section 195 (1) (i) of the Constitution of South Africa, 1996 (Act No: 108 of 1996) the Employment Equity imperatives as defined by the Employment Equity Act, 1998 (Act No: 55 of 1998) and relevant Human Resources policies of the Department will be taken into consideration. Correspondence will be limited to short-listed candidates only. If you do not hear from us within three (3) months of this advertisement, please accept that your application has been unsuccessful. Faxed applications will not be considered. The department reserves the right not to fill these positions. Women and persons with disabilities are encouraged to apply and preference will be given to the EE Targets.

MANAGEMENT ECHLON

<u>POST 31/86</u>	:	<u>DEPUTY DIRECTOR-GENERAL: WATER RESOURCE MANAGEMENT</u> <u>REF NO: 110926/01</u> Branch: Water Resource Management (Re-advertisement, applicants who have previously applied must re-apply)
<u>SALARY</u>	:	R1 885 710 per annum (Level 15), (all-inclusive salary package)
<u>CENTRE</u>	:	Pretoria Head Office
<u>REQUIREMENTS</u>	:	A post graduate qualification (NQF Level 8) as recognized by SAQA in Water Resource Management, Geohydrology / Hydrology, Environmental Management, Civil and Environmental Engineering or other post-graduate engineering or science qualifications related to the water sector. Eight (8) years of experience at a senior management level. Successful completion of the Pre-entry Certificate for SMS as endorsed by the National School of Government. Knowledge and understanding of Public Service Regulations, Water Services Act, PFMA and Access to Information Act (MISS). Knowledge of human resources policies and prescripts. Understanding of corporate governance, scientific research methodologies and scientific standards. Knowledge and understanding of strategic capacity and leadership. Understanding of programme and project management. Knowledge, change and financial management. Service delivery and innovation. Problem solving and analysis. People management and empowerment. Client orientation and customer

		focus. Excellent communication skills (both verbal and written). Accountability and ethical conduct.
<u>DUTIES</u>	:	Oversee the development and maintenance of National Water Resource Strategy and plan for adequate water resource availability. Monitor and support the Implementation of the National Water Resource Strategy and catchment management strategies. Lead the strategic direction in monitoring and providing water resource information. Oversee the establishment, maintenance and monitoring of surface and ground water information. Oversee the development and implementation of measures for protection and conservation of water resources. Ensure the development and implementation of ground and surface water resource classification. Oversee the establishment, monitoring, and support of entities responsible for water resource management. Manage the establishment of water management institutions. Lead the development of policies, strategies, and systems to drive strategic deliverables within the Branch.
<u>ENQUIRIES</u>	:	Dr Sean Phillips Tel No: (012) 336 7573
<u>POST 31/87</u>	:	<u>DIRECTOR: DEPARTMENTAL INFORMATION SECURITY OFFICER (DISO) REF NO: 110926/02</u> Branch: Corporate Support Services Cd: Government Information Technology Dir: Departmental Information Security
<u>SALARY CENTRE REQUIREMENTS</u>	:	R1 317 384 per annum (Level 13), (all-inclusive salary package) Pretoria Head Office A tertiary qualification (SAQA NQF level 7) in Computer Science or Information Technology. Certified Information System Security Professional (CISSP) and/or Certified Information Security Manager (CISM). Five (5) years' experience in cyber security environment at middle/senior management level. Successful completion of the Pre-entry Certificate for SMS as endorsed by the National School of Government. Knowledge of information and cybersecurity models and frameworks. Knowledge and understanding of relevant legal and regulatory requirements. Knowledge of business ecosystems and business management principles. Knowledge and understanding of network connectivity. Knowledge and understanding of relevant quality standards and procedures (e.g. ISO 9001). Knowledge and understanding of relevant security standards and frameworks (e.g. NIST, ISO 27001). Knowledge of policy development and implementation. Understanding financial management and knowledge of PFMA. Knowledge of project management principles and practices. Knowledge of analytical procedures, strategic capability and leadership. People management and empowerment. Understanding of corporate governance principles. Problem solving and analysis. Client orientation and customer focus. Accountability and ethical conduct. Excellent communication skills (both verbal and written).
<u>DUTIES</u>	:	Lead, develop, implement and manage the information and cybersecurity program as the Departmental Information Security Officer (DISO). Manage the ICT risk management functions to support the overall Departmental Risk Management framework. Facilitate cyber and information security governance through policy development, standards implementation, awareness programs, and regular reporting to oversight structures. Implement and manage a cybersecurity and data privacy framework, such as NIST, ensuring comprehensive reporting on identity, protection, detection, response, and recovery. Develop, implement, and manage ICT business continuity and disaster recovery processes.
<u>ENQUIRIES</u>	:	Mr M Njeza Tel No: (012) 336 6965
OTHER POSTS		
<u>POST 31/88</u>	:	<u>CONTROL ENGINEERING TECHNOLOGIST GRADE A (ELECTRICAL) REF NO: 110926/03</u> Branch: Infrastructure Management: Southern Operations Cd: Water Resources Infrastructure Operations and Maintenance Dir: Operations Southern
<u>SALARY CENTRE</u>	:	R958 776 per annum, (all-inclusive OSD salary package) Worcester

<u>REQUIREMENTS</u>	:	A Bachelor of Technology (BTech) in Electrical Engineering as recognised by SAQA. A minimum of six (6) years' post-qualification experience as an Engineering Technologist/Technician. Compulsory registration with the Engineering Council of South Africa (ECSA) as a Professional Engineering Technologist. The disclosure of a valid code B unexpired driver's license (except for people with disabilities). Demonstrated experience in infrastructure condition assessment, maintenance planning, project management, design and analysis of electrical-related infrastructure, preparation of procurement documentation and site supervision of construction works. Proven practical experience in mentoring and supervision of graduate candidate technicians and technologists and facilitating training and development. Understanding ECSA professional mentorship requirements will be an added advantage. Sound knowledge of contract administration and project management, with proven ability to interpret and review technical drawings and designs. Understanding of public sector procurement processes and financial planning and management principles. Knowledge of applicable legislation, including the National Water Act, Water Services Act, environmental legislation, and the Public Finance Management Act (PFMA). Familiarity with standard forms of contract used in infrastructure projects. Strong communication, conflict management, dispute resolution, and negotiation skills. Proven ability in computer aided design software with special emphasis on ability to work with Autodesk Revit. Problem solving and decision-making skills are essential as well as the ability to work in multi-disciplinary teams. Willingness to work outside normal working hours and to travel extensively throughout the Eastern and Western Cape Provinces.
<u>DUTIES</u>	:	Manage technical services in conjunction with engineers, technologists, technicians and maintenance personnel. Ensure safety in terms of statutory and regulatory requirements. Evaluate existing technical manuals, standard drawings and procedures to incorporate new technology. Ensure the quality of technical designs with specifications and authorise/make recommendations for approval by the relevant authority. Manage projects in terms of best practice and policy requirements. Undertake condition assessments of infrastructure and update the relevant databases and produce detailed reports on assessment results. Prioritize infrastructure rehabilitation projects based on condition assessments. Undertake analyses and designs of rehabilitation solutions. Produce the necessary design reports, drawings and specifications. Supervise rehabilitation work on site. Manage, supervise and control technical and related personnel and assets. Research studies on technical engineering technology to improve expertise, liaise with relevant bodies/councils on engineering related matters. Mentor and supervise candidate technicians and technologists. Lend support to strategic and business planning, financial management, human resource management and general office management of the section
<u>ENQUIRIES</u>	:	Mr. KM Mbanjwa Tel No: (041) 508 9720
<u>POST 31/89</u>	:	<u>CONTROL ENGINEERING TECHNOLOGIST GRADE A (CIVIL) REF NO: 110926/04</u> Branch: Infrastructure Management: Northern Operations Cd: Water Resources Infrastructure Operations and Maintenance Dir: Operations Northern
<u>SALARY CENTRE REQUIREMENTS</u>	:	R958 776 per annum, (all-inclusive OSD salary package) Hartbeespoort
	:	A Bachelor of Technology (BTech) in Civil Engineering or relevant qualification. Six (6) years' post qualification Engineering Technologist experience required. Compulsory registration with Engineering Council of South African (ECSA) as a Professional Engineering Technologist. The disclosure of a valid unexpired driver's license. Knowledge of project management, technical design and analysis. Knowledge and understanding of research and development. Knowledge and experience in Computer-aided engineering applications. Knowledge of legal compliance and technical report writing. Good communication skills both (verbal and written), conflict management and negotiation skills. Problem solving and analysis, decision making, teamwork, creativity, financial management, people management, customer focus, responsiveness, planning and organising.
<u>DUTIES</u>	:	This role is based at the Cluster office under the Technical Support services, and it offers civil and structural engineering supports to all three Area Offices

(Hartbeespoort Area office, Groblersdal Area Office and Tzaneen Area office). Manage technical services related to civil and structural scope of works at the dams, raw water plants, departmental buildings and support in conjunction with Engineers, Technologist and Associates in the field and technical office activities. Conduct technical activities such as, dam safety inspections, condition assessments, asset verifications. Ensure the promotion of safety in line with statutory and regulatory requirements. Evaluate existing technical manuals, standard drawings, and procedures to incorporate new technology. Ensure quality assurance of technical designs with specifications and authorize, make recommendations for approval by the relevant authority. Manage administrative, human resources and related functions. Financial Management and provide inputs into the budgeting process, operational plan, procurement plan and related matters. Compile and submit reports as required. Attend to Risk and Disaster Management matters. Research and development through continuous professional development to keep up with new technologies and procedures. Liaise with relevant bodies/councils on engineering related matters. Must be prepared to work away from the office and travel extensively for extended periods of time. Provide mentorship and supervision of personnel. Research / literature studies and technical engineering technology to improve expertise.

ENQUIRIES : Mr IR Mmutloane Tel No: (012) 200 9000

POST 31/90 : **ENGINEER PRODUCTION GRADE A – C REF NO: 110926/05 (X2 POSTS)**
Branch: Infrastructure Management: Head Office
Cd: Water Resources Infrastructure Operations and Maintenance
Dir: Strategic Infrastructure Asset Management
Sd: Dam Safety Surveillance

SALARY : R914 817 - R1 376 199 per annum, (all-inclusive OSD salary package), (offer will be based on years of experience)

CENTRE : Pretoria Head Office

REQUIREMENTS : A Civil Engineering degree (B Eng / BSc Eng) qualification. Three (3) years of post-qualification experience. Compulsory registration with ECSA as a Professional Engineer. The disclosure of a valid unexpired driver's license. Experience in dam engineering specifically in aspects of dam safety evaluation, monitoring and rehabilitation will be an added advantage. Experience in asset lifecycle management of dams is highly recommended. Knowledge and experience in project and contracts management. Understanding of procurement processes in the Public Sector. Sound financial planning and management. Ability to communicate, conflict management, contract dispute resolution and negotiation skills will be an added advantage. Computer literacy and the ability to use most common MS Office programs is highly recommended. Ability to work with structural analysis software.

DUTIES : Conduct dam safety evaluations, monitoring and implementation of rehabilitation projects in line with Chapter 12 of the National Water Act of 1998 as well as Government Notice R139 of February 2012. Manage small to medium-size projects and oversee all aspects of project implementation in accordance with the applicable standard contracts such as SAICE GCC 2025, FIDIC and NEC Suite 4. Manage the technical, environmental, contractual, risk, social and financial aspects of dams' rehabilitation projects. Ensure compliance with technical standards, legal requirements, timeframes, and approved budgets during the implementation of projects.

ENQUIRIES : Ms N Mwandla Tel No: (012) 336 8736

POST 31/91 : **SENIOR HUMAN RESOURCE PRACTITIONER REF NO: 110926/06**
Branch: Water and Sanitation Services Management: EC
Cd: Provincial Operations: Eastern Cape

SALARY : R413 001 per annum (Level 08)

CENTRE : King William's Town

REQUIREMENTS : A National Diploma in Human Resources Management or relevant qualification. Three (3) years' experience in Human Resources Management. The disclosure of a valid unexpired driver's license. PERSAL Certificates. Knowledge of Public Service Act and Public Service Regulations. Knowledge of administrative procedures. Knowledge of Basic financial operating systems (PERSAL, BAS, LOGIS etc.). Basic Financial management and knowledge of PFMA. Disciplinary knowledge of Human Resources. Knowledge of dispute

resolution process. Knowledge of Recruitment and Selection process. Knowledge Management. Problem solving and Analysis. People and Diversity Management. Client Orientation and Customer Focus. Communication. Accountability and Ethical Conduct. Attention to detail. Knowledge of Pension Case Management System. Knowledge of Online Claim Management System (Compeasy).

DUTIES :

Measure compliance to HR policies and procedures. Provide training on HR policy & procedure. Provide advice on HR policy or procedure to the department. Implement administrative procedures for the component. Continuously monitor Services and Divisions to ensure correct interpretation and implementation of policies and DPSA directives. Ensure that departmental policies are implemented and aligned to DPSA PSR. HR provisioning (recruitment and selection, appointments, transfers, verification of qualification, secretarial functions at interviews, absorptions, probations periods, etc). Implement conditions of service and service benefits (leave, housing, medical, injury on duty, long service recognition Measure compliance to HR policies and procedures. Provide training on HR policy & procedure. Continuously monitor the interpretation and implementation of policies and DPSA directives. Provide input in the alignment of departmental policies with DPSA and PSR. HR provision (recruitment and selection, appointments, transfers, verification of qualification, secretariat functions at interviews, absorptions, probations periods, etc). Termination of service. Supervise and verify pension cases captured on the Pension Case Management System to ensure accuracy and compliance. Prepare reports on human administration issues and statistics. Keep statistics of HR administration or HR provisioning activities. Prepare reports on human administration issues and statistics. Prepare and consolidate reports on personnel administration issues. Provide guidance to the department/personnel on human resource administration matters to enhance the correct implementation of personnel administration practices/policies. Keep PERSAL report up to date on the system. Compile monthly reports. Guide and attend to queries as referred by subordinates/other employees. Render policy advisory service to the department based on the legislative mandates. Provide feedback on identified administrative gaps. Implement approved resolutions. Coordinates the pre-Audit review process and provide input on findings. Forecast on the HR requirements and capacity. Allocate and ensure quality of work. Facilitate the training of staff and personnel development. Do PMDS for component. Attends to and controls tasks/activities associated with personnel performance, productivity and discipline. Alignment of the individual performance agreement with business plan. Auditing of attendance registers for the region. Provide supervision and staff within the Human Resource Administration Unit.

ENQUIRIES : Ms PN Tshevu Tel No: (043) 604 5372

POST 31/92 : **WATER CONTROL OFFICER REF NO: 110926/07**
 Branch: Infrastructure Management: Southern Operations
 Cd: Water Resources Infrastructure Operations and Maintenance
 Dir: Operations Southern

SALARY : R280 278 per annum (Level 06)
CENTRE : Mthatha
REQUIREMENTS :

A relevant NQF level 4. A Senior/Grade 12 Certificate with Mathematical literacy will serve as an added advantage. Internal water control courses will serve as an added advantage. Five (5) years' experience in water control-related environment. The disclosure of a valid unexpired driver's license. A mathematical background is essential. Good communication skills (both verbal and written) Interpersonal skills. Ability to solve practical problems. Knowledge in controlling and managing the water distribution for all Government Waterworks within the Area Office's jurisdiction. Policy implementation. Monitoring and evaluation principles. Knowledge in managing human resources. Disciplinary knowledge in Occupational Health and Safety. Disciplinary knowledge in public administration. Knowledge in supporting water utilization and water resource strategy. Knowledge of flood controlling and understanding of Government legislation. Willingness to work overtime and abnormal hours, travel alone in remote areas and frequently stay away from home, work in adverse conditions and confined spaces. The incumbent should also be physically fit to work on heights (ladders, high dam walls, galleries, etc.).

<u>DUTIES</u>	:	Monitor and control water distribution to water users. Control and monitor the release and distribution of water. Compile the feeder charts from applications received from water users. Keep records of water balances and meter readings for billing purposes. Collect and keep records of hydrological data. Apply health and safety regulations to the component. Inspect and report on maintenance of the infrastructure (dams, weirs, canals, pipelines, etc.).
<u>ENQUIRIES</u>	:	Mr. M Boyce at (083) 412 1966
<u>NOTE</u>	:	Preference will be given to candidates from the geographical area
<u>POST 31/93</u>	:	<u>REGISTRY CLERK REF NO: 110926/08</u> Branch: Infrastructure Management: Southern Operations Cd: Water Resources Infrastructure Operations and Maintenance Dir: Operations Southern
<u>SALARY</u>	:	R237 453 per annum (Level 05)
<u>CENTRE</u>	:	Port Elizabeth (Gqeberha)
<u>REQUIREMENTS</u>	:	A Senior/Grade 12 certificate or relevant qualification. Knowledge of human resources functions, practices as well as the ability to capture data, operate computers and collate administrative statistics. Basic knowledge and insight of Human Resources prescripts. Knowledge of basic financial operating systems (PERSAL). Knowledge of registry duties, practices as well as the ability to capture data, and operate computer. Working knowledge and understanding of the legislative framework governing the Public Service. Knowledge of storage and retrieval procedures in terms of the working environment. Understanding of the work in registry. Knowledge of working procedures in terms of the working environment flexibility.
<u>DUTIES</u>	:	Provide counter services: Attend to clients. Handle telephone and other enquiries received. Receive and register hand delivered mail/files. Handle incoming and outgoing correspondence: Receive all mail. Sort, register and dispatch mail. Distribute notices on registry issues Render an effective filling and record management service: Opening and closing files according to record classification system. Filling/storage, tracing (electronically/ manually) and retrieval of documents and files. Complete index cards for all files. Operate office machines in relation to the registry function: Open and maintain Franking machine register. Frank post, record money and update register daily. Undertake spot checks on post to ensure no private post is included. Lock post in postbag for messengers to deliver to post Office. Open & maintain remittance register. Record all valuable articles as prescribed in the remittance register. Hand delivers and signs over remittances to finance. Send wrong remittances back to sender via registered post and record reference number in register. Keep daily record of number of letters franked. Process documents for archiving and/ disposal: Electronic scanning of files. Sort and package files for archives and distribution. Compile list of documents to be archived and submit to the supervisor. Keep records for archived documents.
<u>ENQUIRIES</u>	:	Ms Z Gwetyana Tel No: (041) 508 9729
<u>NOTE</u>	:	Preference will be given to candidates from the Nelson Mandela Bay District
<u>POST 31/94</u>	:	<u>DRIVER / MESSENGER REF NO: 110926/09</u> Branch: Water and Sanitation Services Management: EC Cd: Provincial Operations Eastern Cape
<u>SALARY</u>	:	R201 093 per annum (Level 04)
<u>CENTRE</u>	:	King Williams Town
<u>REQUIREMENTS</u>	:	NQF Level 2. A valid Code 8/10 Driver's License with PDP (Professional Driving Permit).1 Year Experience in driving/messenger environment. Traffic and road safety regulations. Knowledge of the procedures to perform messenger functions and routine office support functions like registry and making photocopies. Occupational Health and Safety (OHS) requirements. Departmental transport policies and procedures. Basic record-keeping and reporting procedures. High sense of responsibility and accountability. Reliability and punctuality. Attention to detail and alertness. Integrity and discretion. Flexibility and Interpersonal Skills. Communications skills. The incumbent will be expected to work extended hours including weekends & public holidays when necessary.
<u>DUTIES</u>	:	Drive light and medium motor vehicles transporting passengers and other departmental items (mail and documents) Complete logbook, trip authorisation for the vehicle. Safely transport personnel passengers and other departmental

items. Comply with traffic laws. Road safety regulations and departmental transport policies at all times. Do routine maintenance on allocated vehicles and report defect timely. Ensure cleanliness. minor repairs. And regular servicing schedules are adhered cleanliness. minor condition of oil tyres, fuel. And water. Ensure vehicle is kept in a safe place. Complete all required and prescribed records and logbooks regarding the vehicle and goods handled. Conduct routine operational checks and report mechanical or functional defects for repair. Perform daily pre-trip and post trip inspections on vehicles. Prepare correct documentation of trip authorisations, logbooks, and service records. Adhere to road traffic laws, departmental transport policies, and load safety standards. Render clerical support/messenger service in the relevant office. Collect and deliver documents and related items in the department. Copy and fax documents. Assist in registry.

ENQUIRIES
NOTE

- : Mr S Dyolisi Tel No: (043) 604 5425
- : NB: Preference will be given to applicants residing within or around the geographical area.